

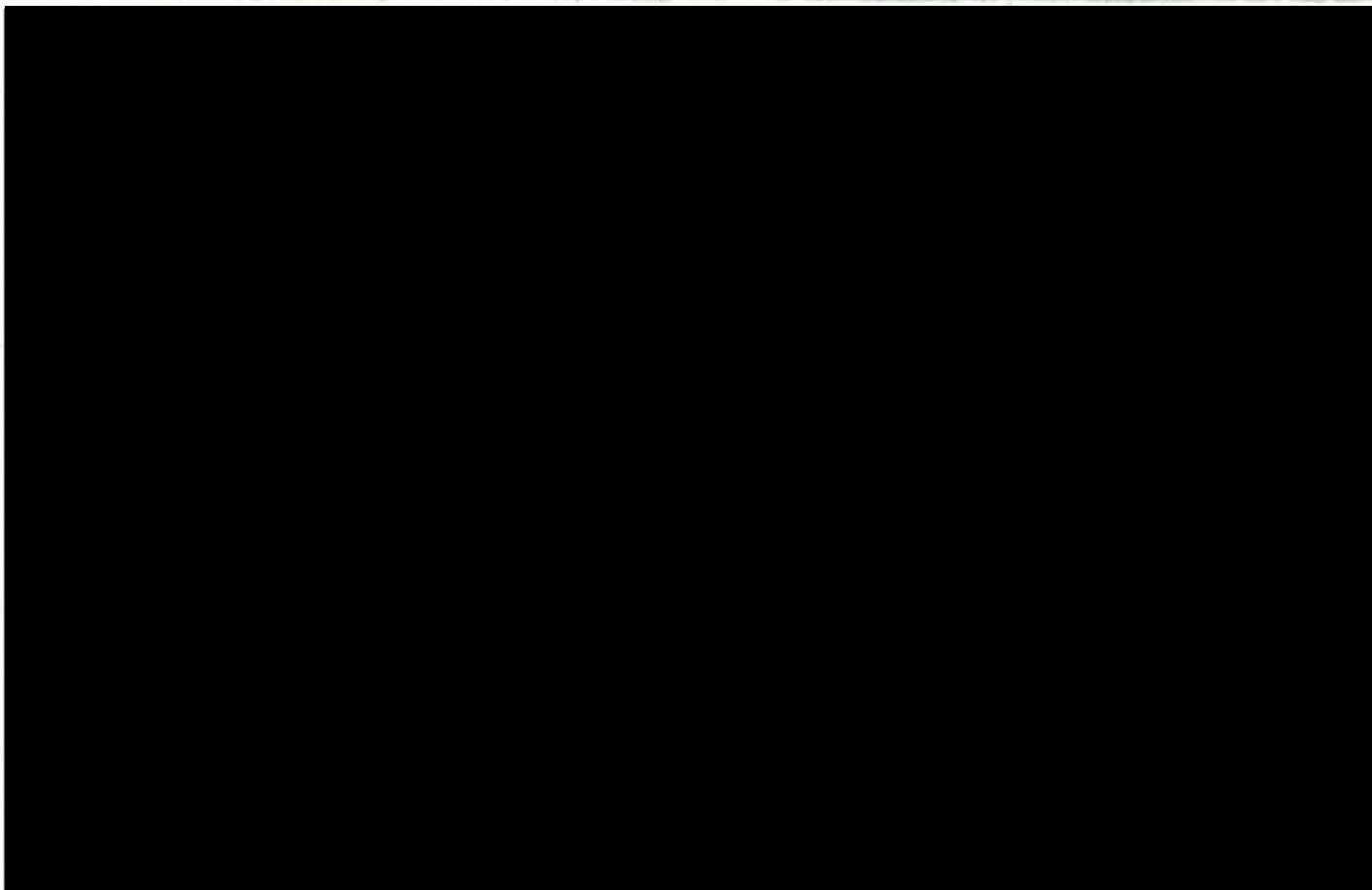
EXHIBIT 2486

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

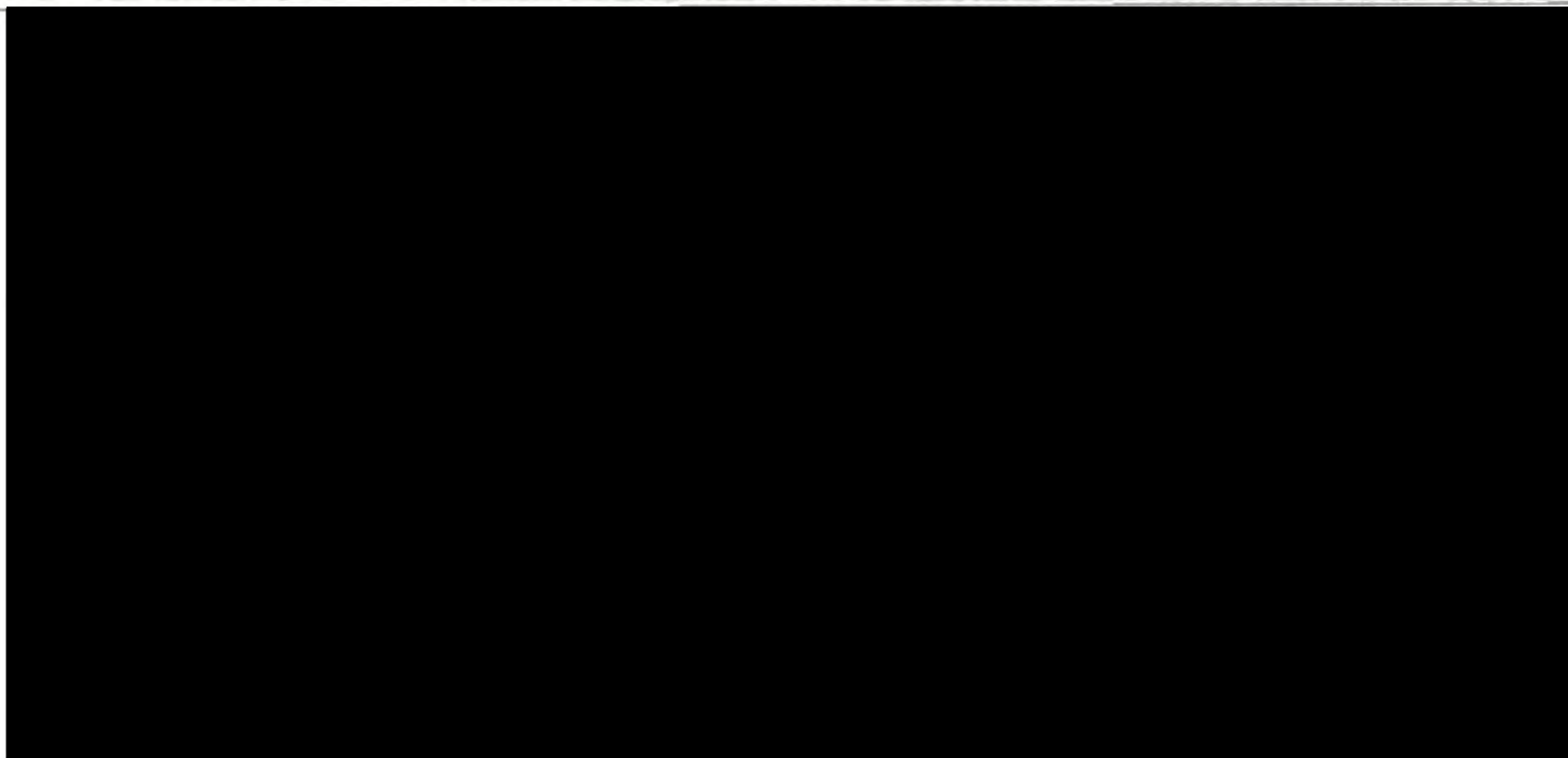
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Part 3 of 3

HR Headcount Geographic Distribution – 2005 vs. Current



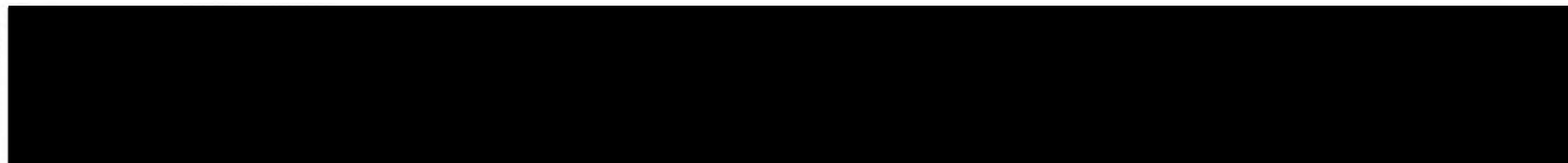
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Next Steps

- HR Operating Plan for 2009 to be developed
 - Building plans specific to areas of focus
 - Determine priorities and trade-off decisions
 - Each HR leader will share more

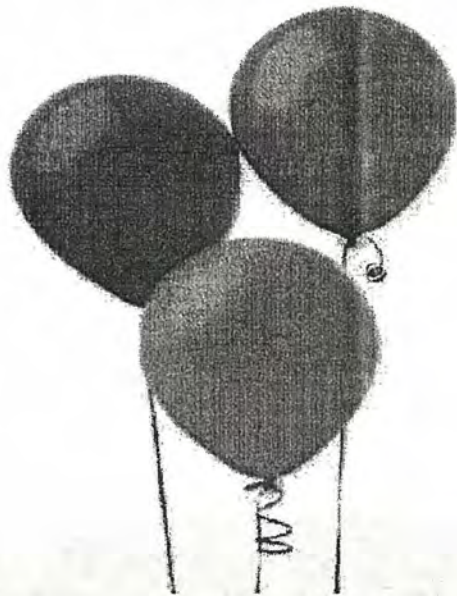


Doug Mack
Photoshop Express

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Service Awards for Q4

- | | | |
|---------------------------|----------|----------|
| ▪ Joanne Pires | San Jose | 5 years |
| ▪ Anne Storer | San Jose | 10 years |
| ▪ Karen Prince | San Jose | 10 years |
| ▪ Rosemary Arriada-Keiper | San Jose | 10 years |



2484.124

HR Excellence Award

For outstanding teamwork on Leading the
Global Engagement:

Melissa Daimler

Laura Mills

Lisa America



Global Engagement Survey Team – Special Thanks!

- Jack Gilmore
- Rajesh Rai
- Karen Prince
- Nancy Fontes
- Michelle Smith
- Chris Veilleux
- Barbara Dawson
- Angela Volfer
- Jocelyn Vosburgh
- Guy Worrell

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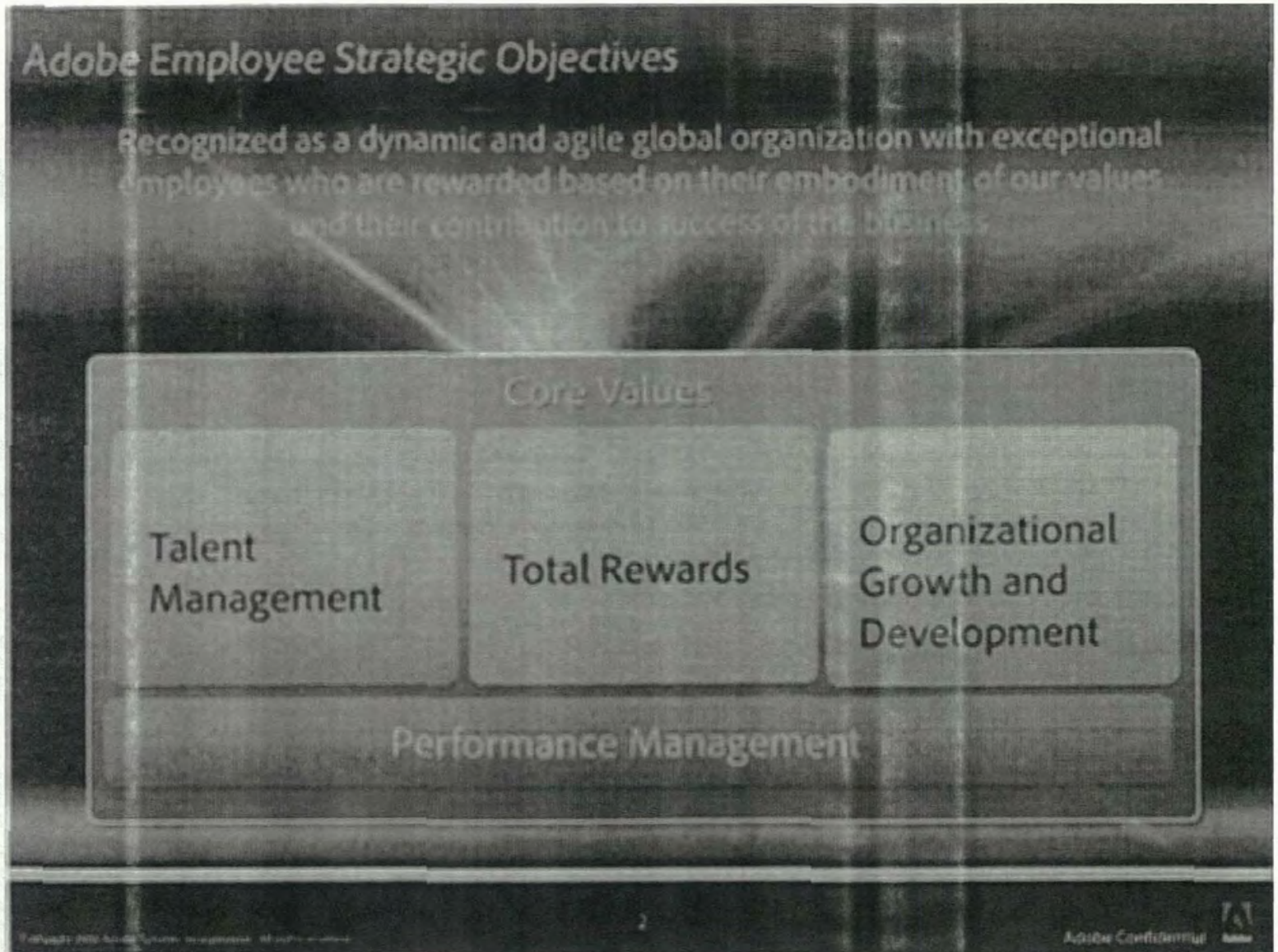
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HR Strategic Plan 2010 - 2013

Donna Morris
SVP, Human Resources



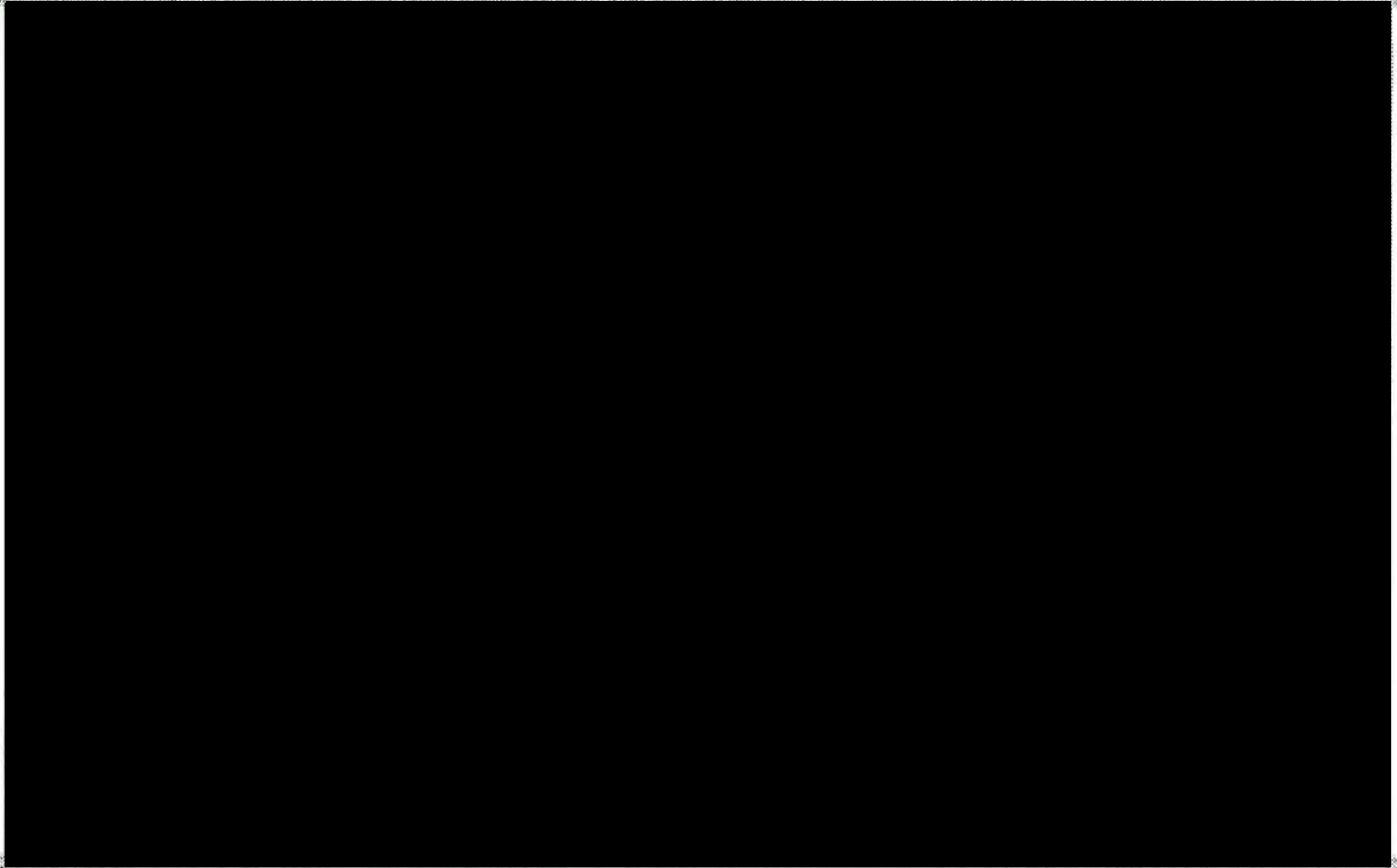


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HR Strategic Imperatives and Success Attributes



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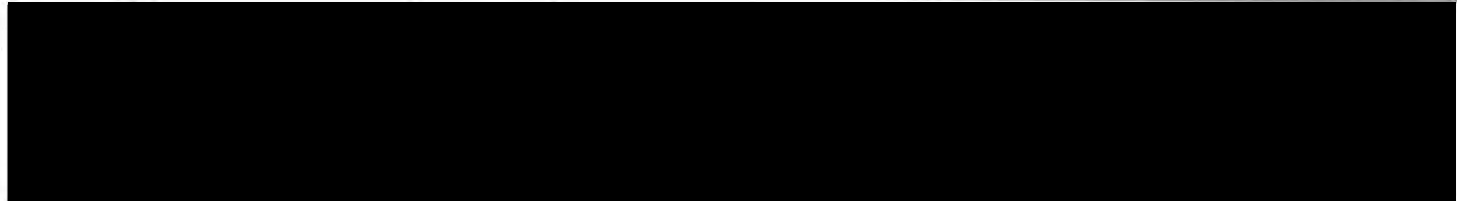


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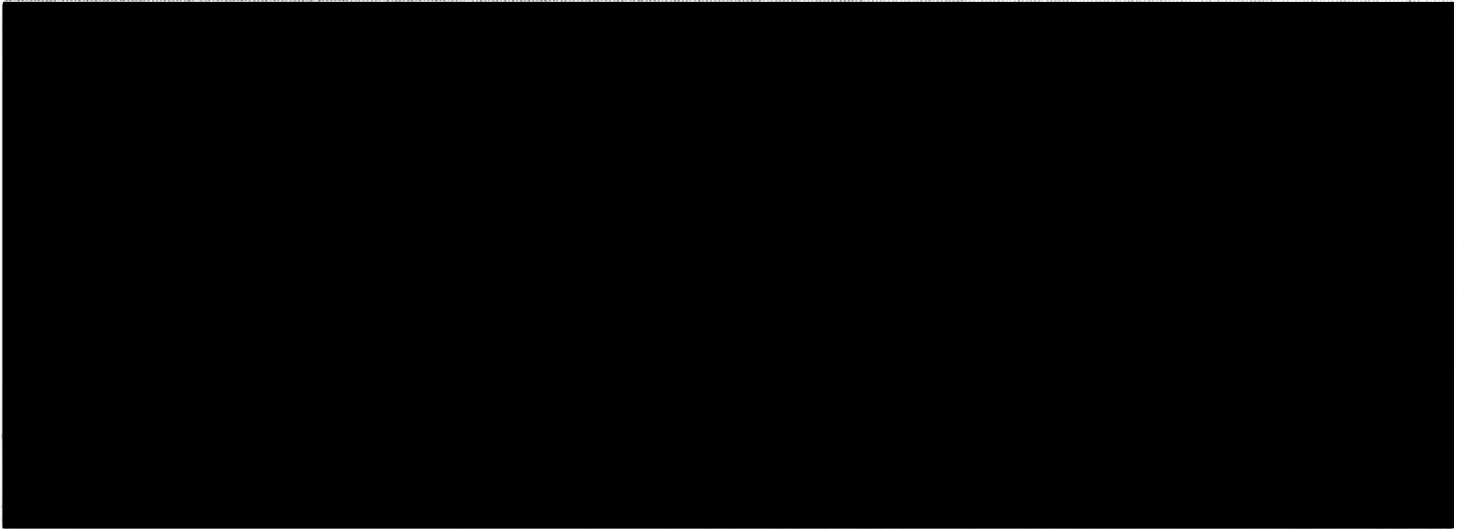
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Key Workforce Trends



Trends

Organizational Shifts



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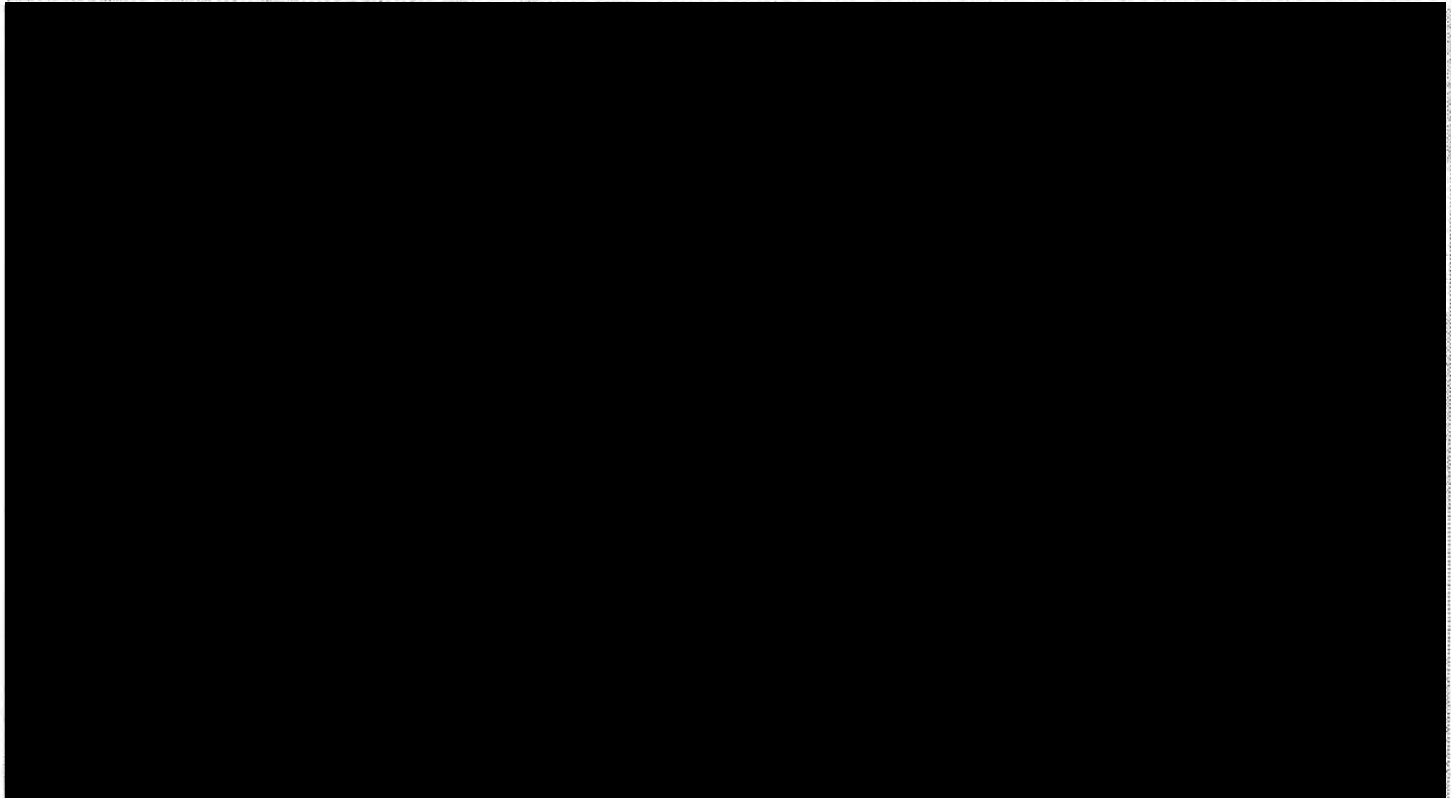
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Key Shifts by Strategic Priority

Strategic Priority

Key Shifts



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Talent Acquisition Philosophy



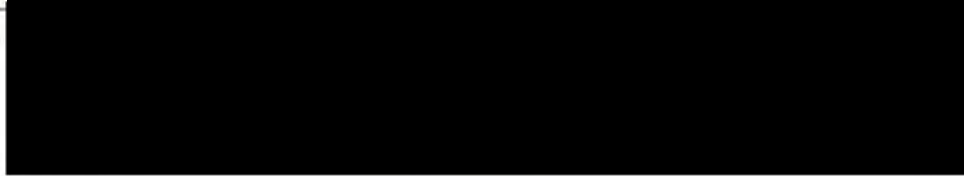
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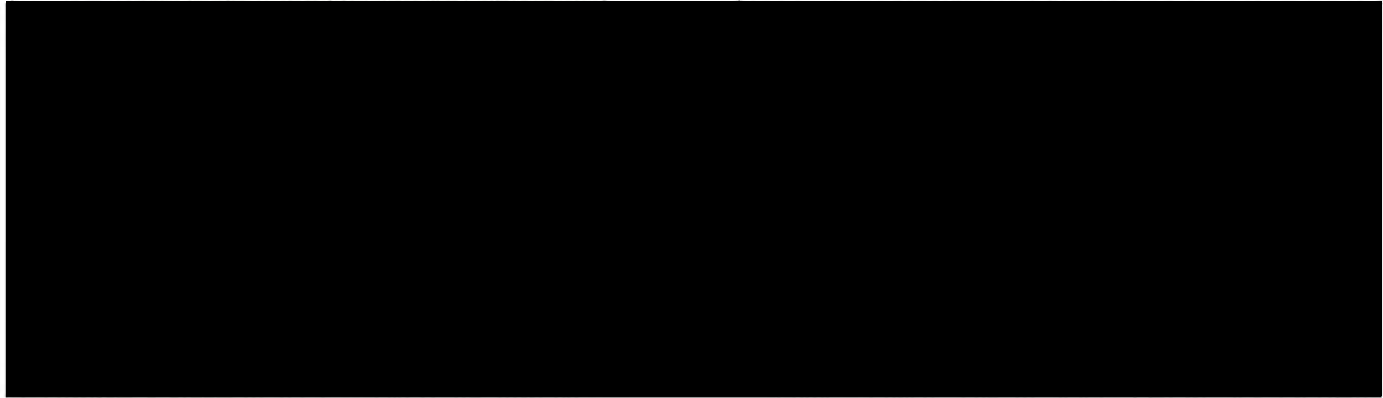
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Talent Acquisition Strategic Success




Current

Future



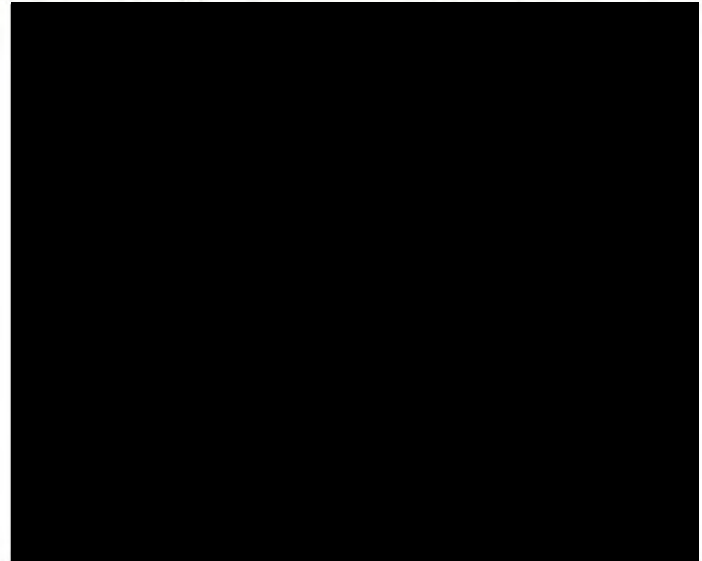
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Performance Management Philosophy



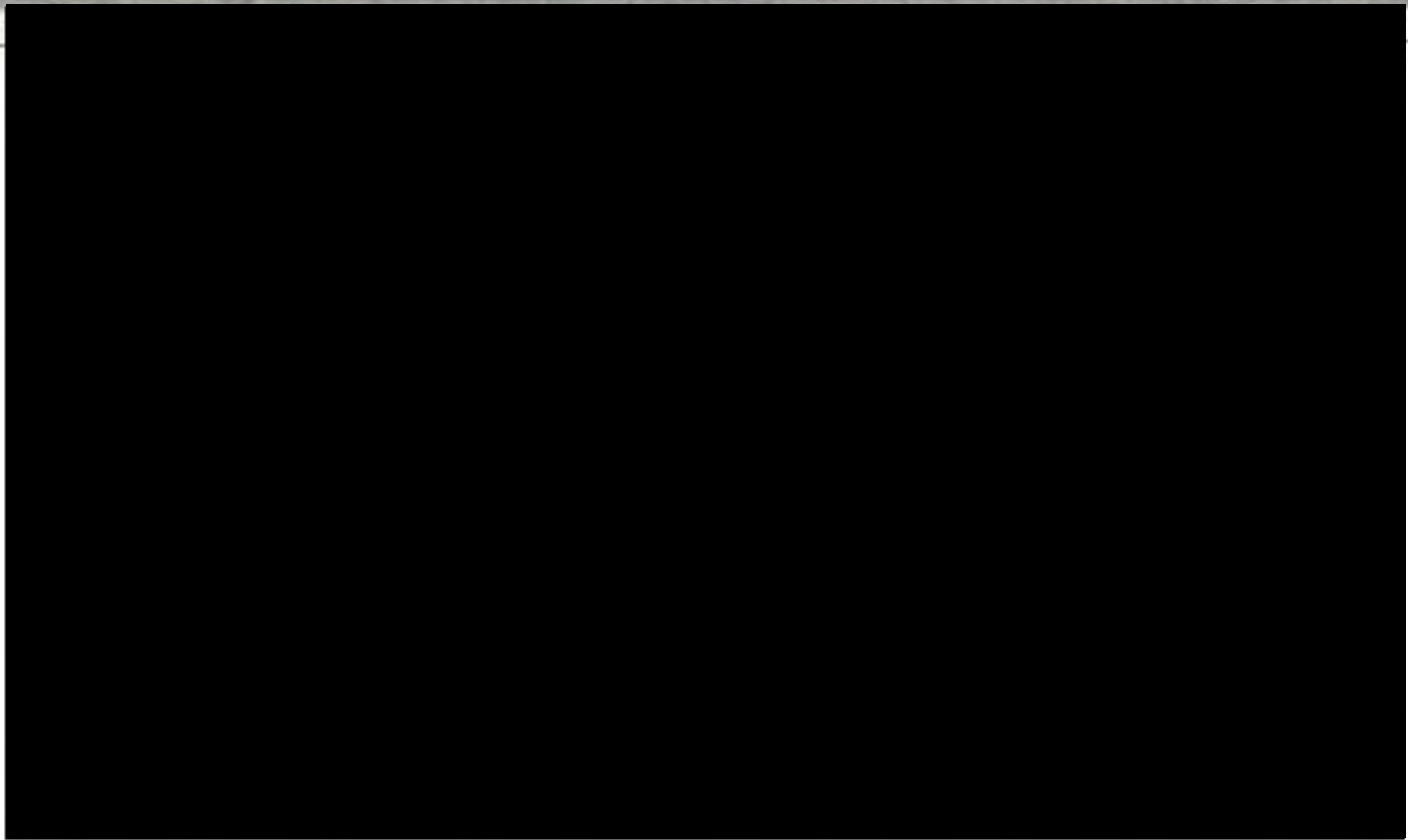
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Performance Management Strategic Success



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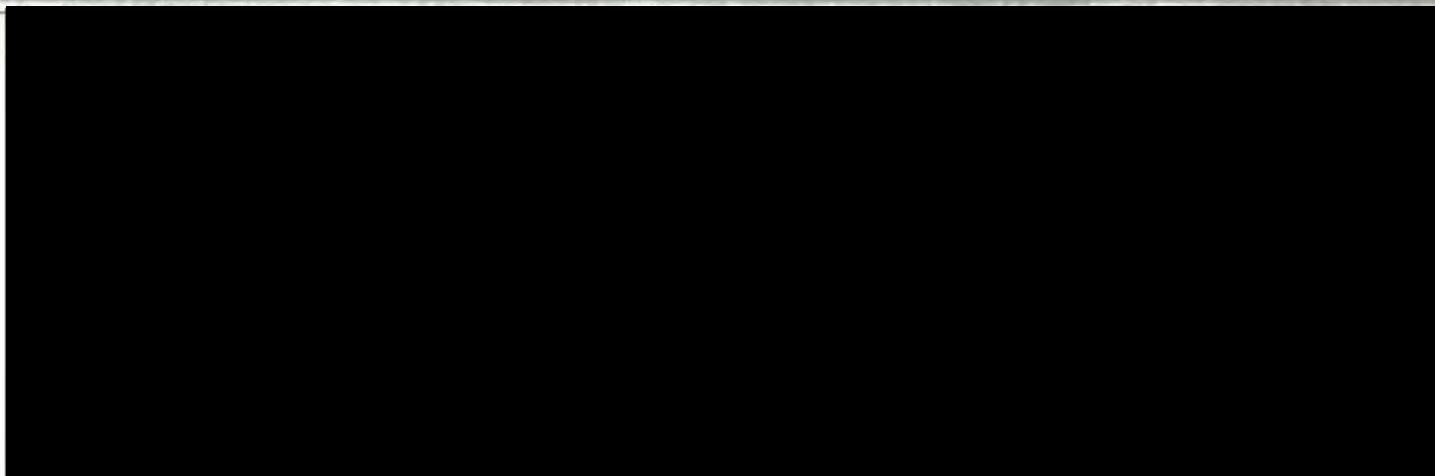
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Future State Overview - Managing Performance



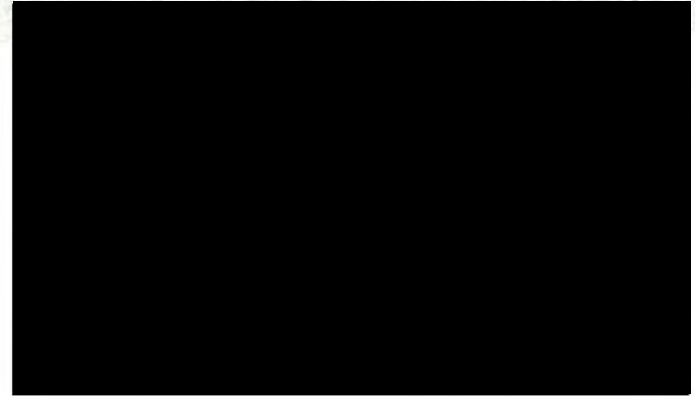
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Total Rewards Philosophy



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Total Rewards Strategic Success

Current

Future

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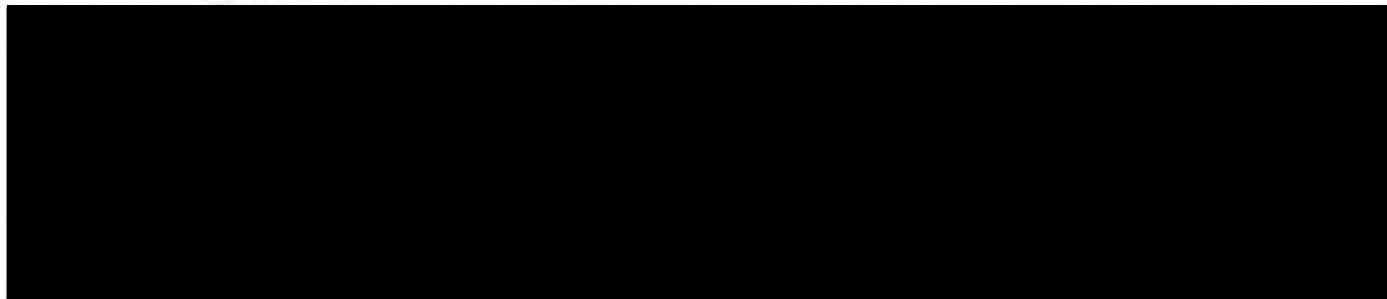
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Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



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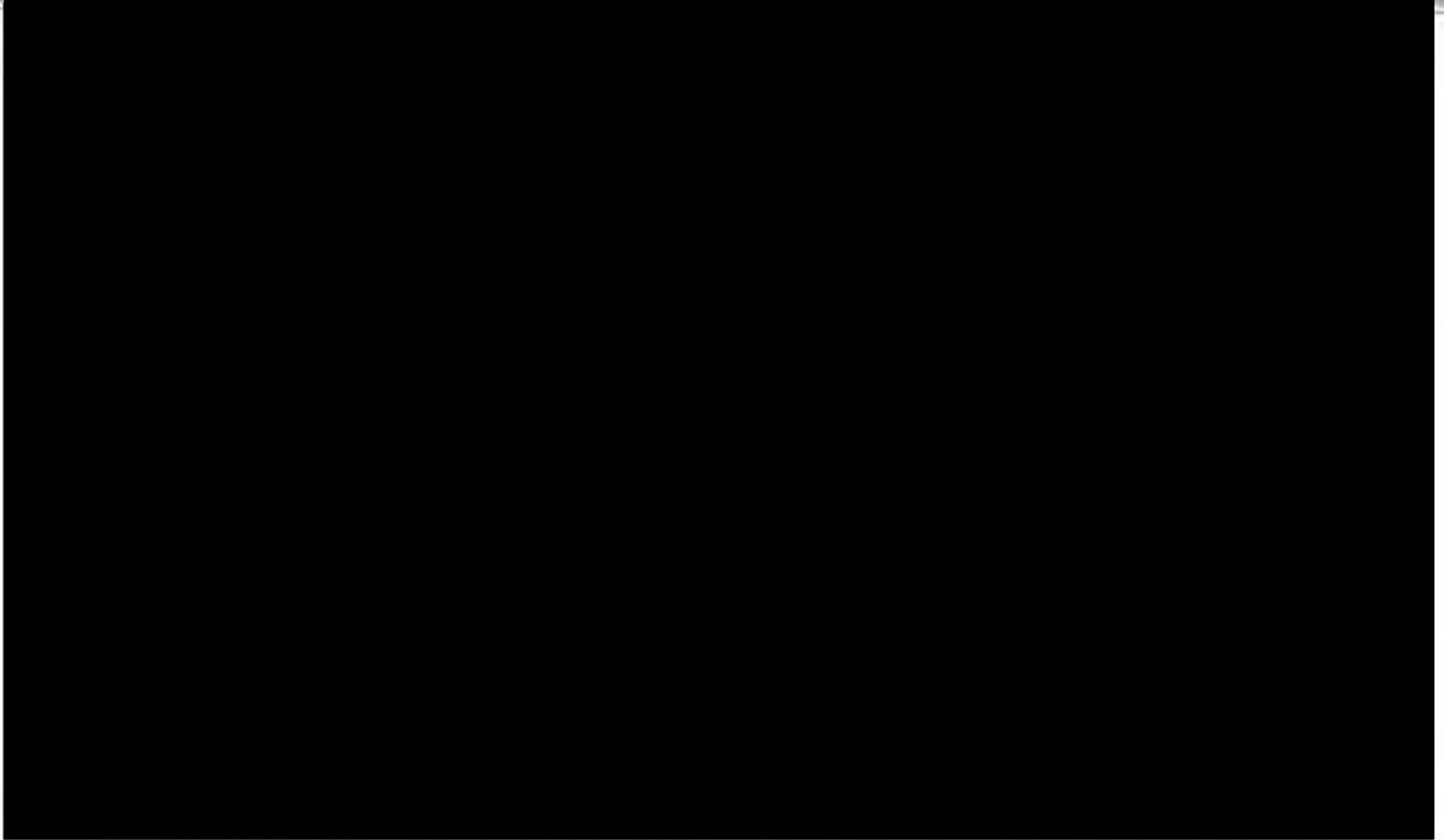


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Future State Overview – Aligning Pay to Performance



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Organizational Growth and Development Philosophy



Growing our key talent to
provide the internal pipeline
for tomorrow

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Organizational Growth and Development Strategic Success

Current

Future

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HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

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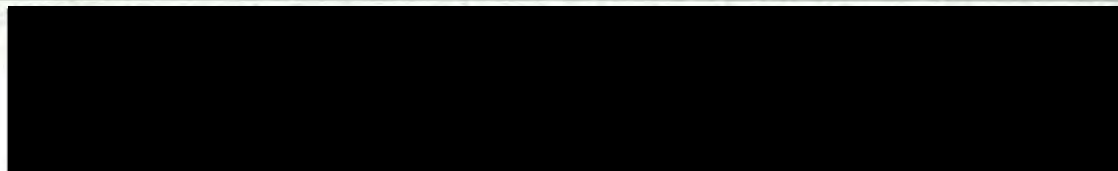


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Future State Overview - HR Operations



- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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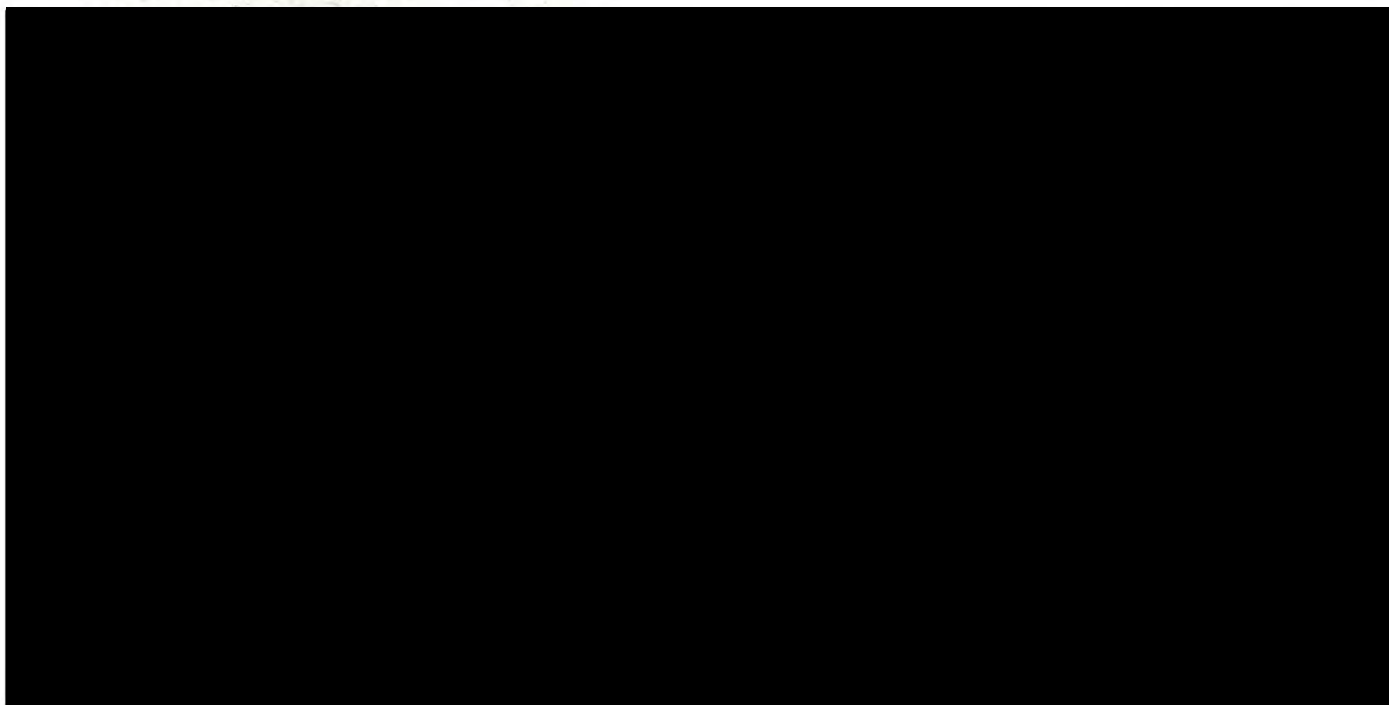


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Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



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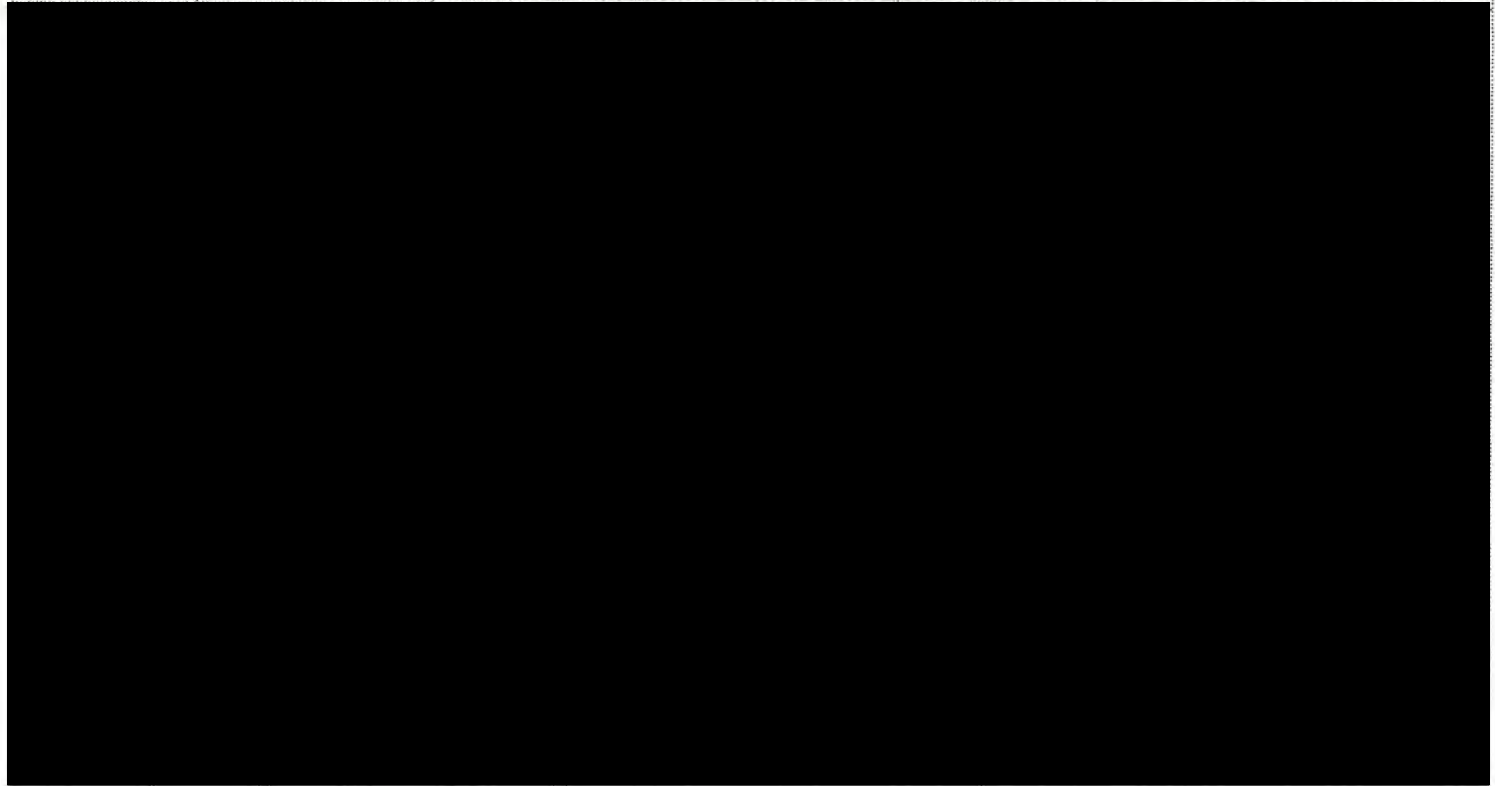
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2009 – 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets
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2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets
			

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Performance Management Engagement Survey Measurement

- Increase YOY engagement survey metrics related to performance management:

Focus	FY 2009	FY 2010 Target

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Appendix

University Recruiting



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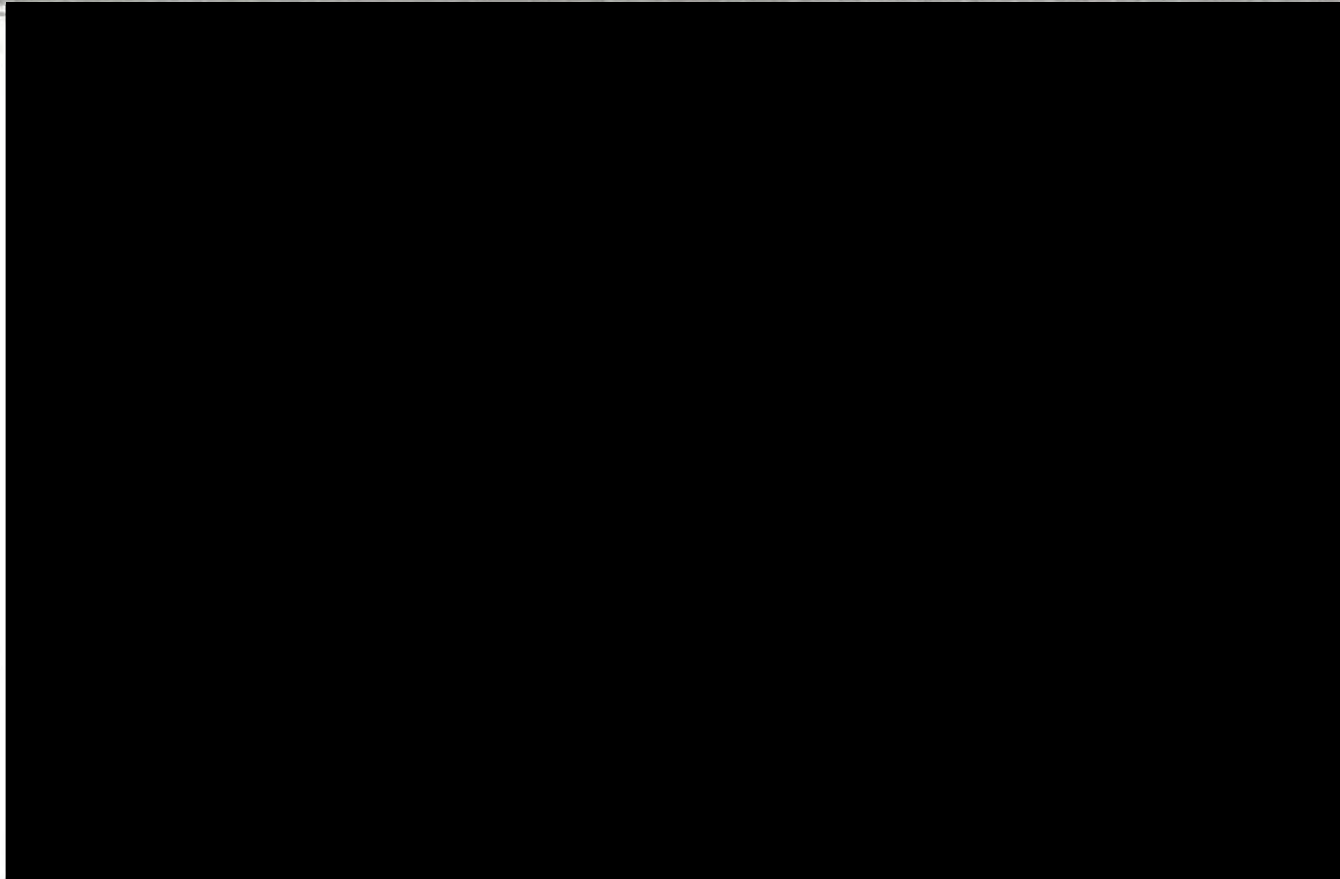
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University Recruiting Operating Plan: Key Shifts



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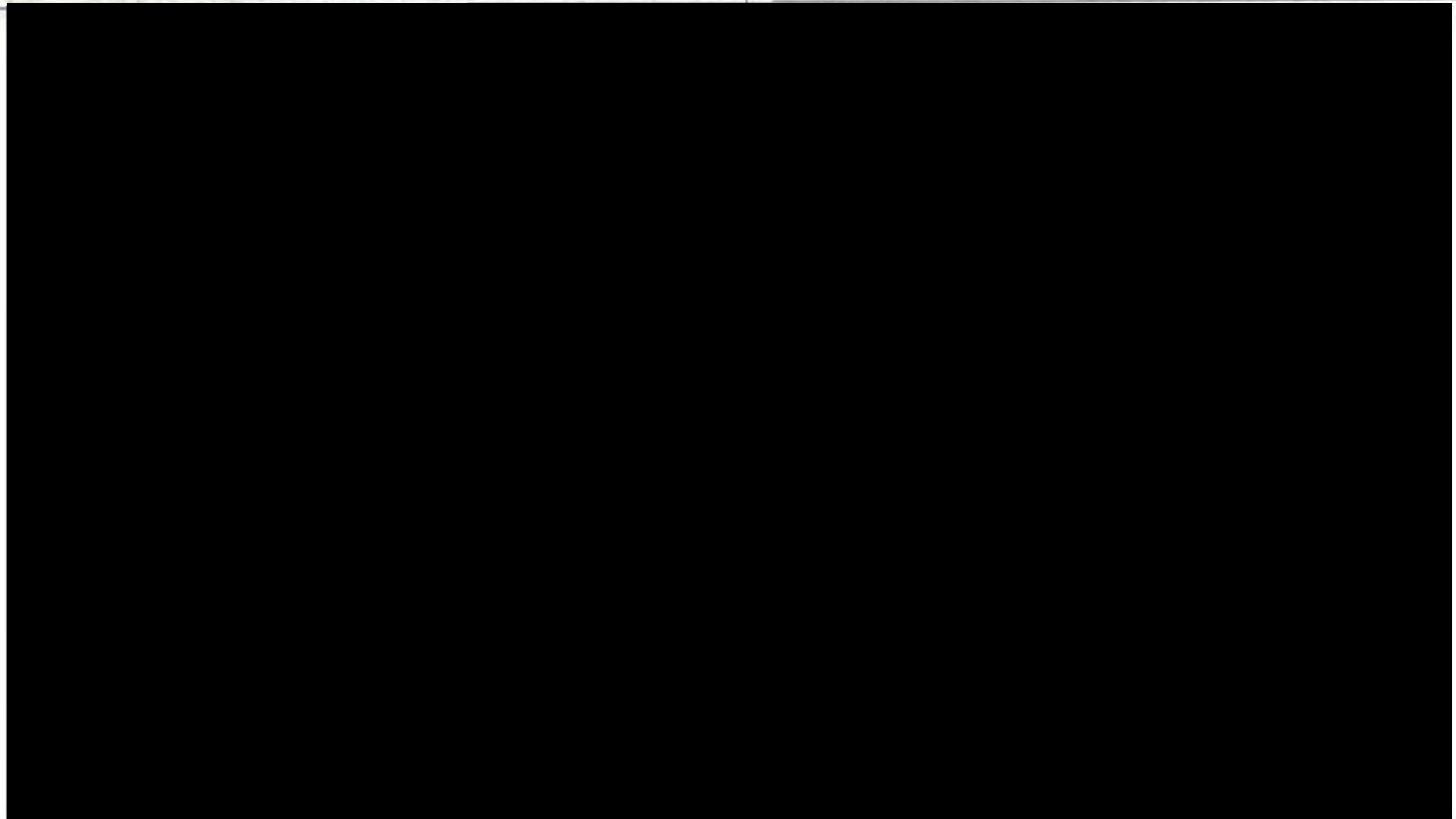
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University Recruiting: 3 Year Roadmap



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University Recruiting KPIs



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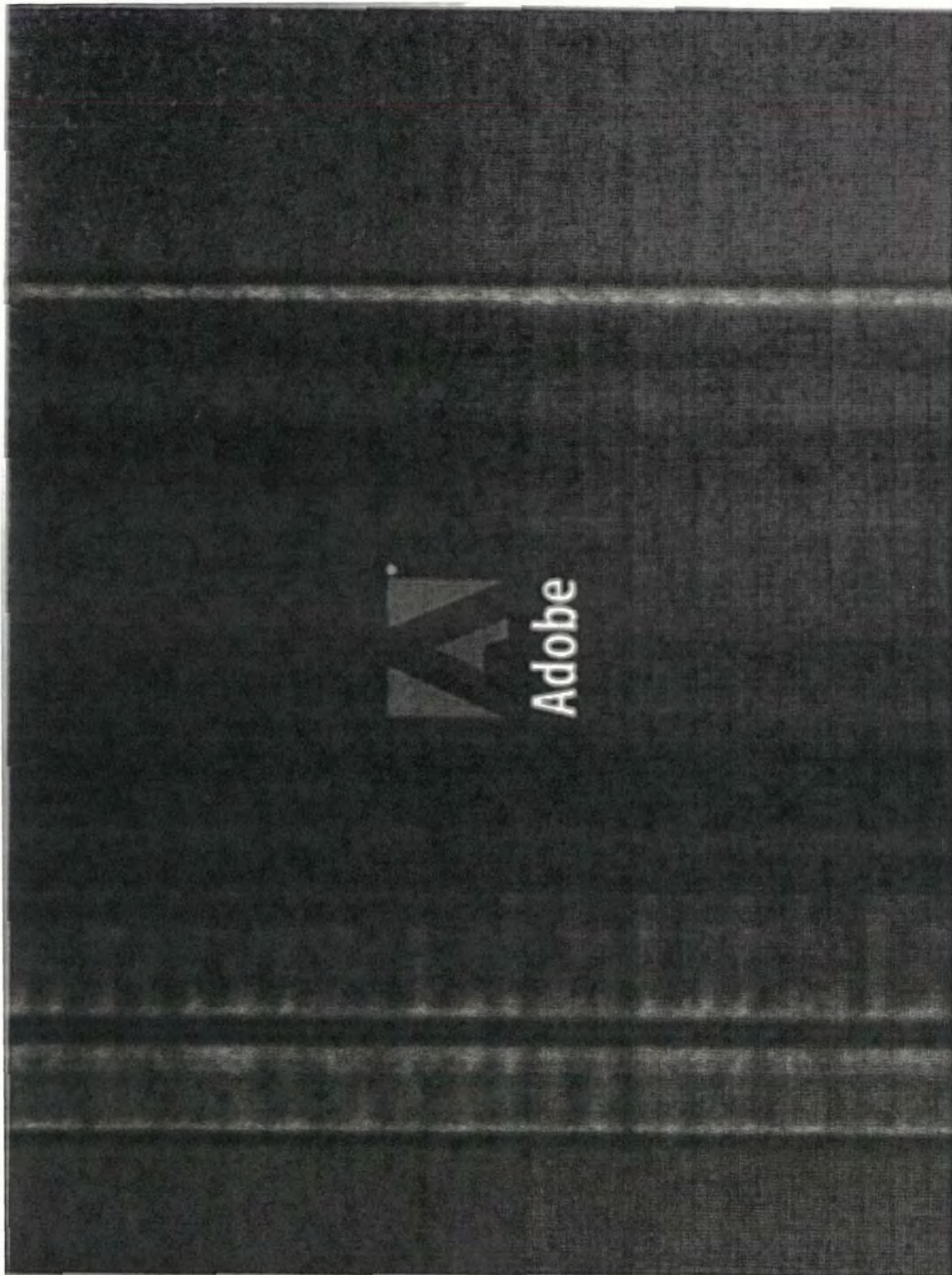
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University Recruiting: FY10 Targeted Universities



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